

What do the DAAB and DWGs do?

While the DWGs and DAAB sponsor heritage month and diversity awareness events, they also work on other issues. For example, tasked by the Senior Executive Team, the DAAB and DWGs identified employee issues that became the Affirmative Development Plan, including recruiting, employee retention, diversity education and awareness, and career development. Other examples of the groups' work include:

- The **DAAB** developed the new Code of Ethics and was instrumental in getting it adopted.
- The **AADWG** worked with the DAAB to produce the widely attended Martin Luther King Jr. Day observance and to make it an annual recognition of King's efforts to protect everyone's civil rights.
- The **AIDWG** is involved in student education (supplies science fair judges, participates in AISES education programs) and is excellent at on-boarding students and new employees so their introduction to the LANL work place involves a less stressful transition.
- **AsADWG** members led working group efforts to deliver on the NNSA Tri-Lab Initiative to enhance the national image of the three NNSA laboratories. The group has also developed and delivered Career Development Workshops for minority employees, which have subsequently been offered to all employees.
- The **Deaf & Disabilities Awareness Group** (formerly the *Deaf* Awareness Group) worked to add hearing aid benefits to the Lab's health plan for all hard-of-hearing employees. This additional coverage was implemented with the transition to United Healthcare.
- During Hispanic Heritage Month 2003, the **HDWG** planned and recognized 1,100 multicultural employees who focused on diversity and teamwork to make the QUAL-1 program a great success.
- The **LGBTI DWG** has worked to extend domestic partner benefits to all employees, including heterosexual domestic partners. The group also influenced the definition of "family" in LANL and UC policies, thus providing a positive benefit for all LANL workers who have responsibilities for other than a traditional family unit.
- The **WDWG** encourages mentoring of women by recognizing outstanding mentors in its annual mentoring awards program and has recommended innovative solutions in partner/spousal recruiting, childcare, and nursing mothers.

